

ASSESSMENT INSTRUMENTS

FOR CAREER PLANNING

**Aptitude
Learning Styles
Interest
Combination**

Note: This listing is not all-inclusive and is not intended as an endorsement of these products by the Division of Career & Technical Education. Instruments should be reviewed for appropriateness by each local education agency.

Division of Career & Technical Education
Kentucky Department of Education
Frankfort, Kentucky

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ASSESSMENT INSTRUMENTS FOR CAREER PLANNING

Educators helping students develop career plans may have a need to help these students consider more deeply their interests, learning styles, and aptitudes in an effort to select a successful career path. To accomplish this, a wide variety of commercial assessment instruments are available. They range from self-scoring paper-pencil instruments to professionally scored and analyzed assessments. Some are on software – usually CD-ROMs; others are on the Internet (not free, however!) Some are stand-alone assessments; others are part of a “system” or combination that includes multiple measures. While many are based on participants answering questions on paper or on a computer, a few involve hands-on manipulation of objects. And while many may be administered by educators in general, a few require the purchaser (and presumably the administrator) to document a degree of expertise.

The following list of assessment instruments that might be useful in career planning is by no means inclusive. It was originally compiled based on information from several sources. This update was checked out via the latest catalogs, telephone information, and web pages. While always subject to change, prices are included in some cases partly to indicate general cost, e.g., \$50 vs. \$500.

Company web pages are often excellent first sources of information. Many have extensive descriptions of products, providing, in some cases, on-line demo samples. And many companies have other instruments not listed here but which may be helpful to you.

Reference:

Kapes, J. T., Mastie, M. M., E.A. Whitfield, E. A. (1994). *A Counselor's Guide to Career Assessment Instruments* (3rd ed.). Alexandria, VA: National Career Development Association.

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APTITUDE ASSESSMENT INSTRUMENTS

Cognitive Aptitude Paper-Pencil Assessment

Armed Services Vocational Aptitude Battery (ASVAB)

No cost to schools for materials or scoring.

Information available from local recruiters.

Bennett Mechanical Comprehension Test (BMCT)

Assesses ability to understand physical and mechanical principles. Examination Kit \$45;
\$156/25 Test Booklets Form S or T; directions included.

Harcourt Educational Measurement

19500 Bulverde St.

San Antonio, TX 78259

1-800-211-8378

Career Ability Placement Survey (CAPS)

\$81/25 self-scoring test booklets; \$13.50/25 Self Interpretation Profile and Guide; Specimen Set
\$10.50. Available in English and Spanish.

EdITS

P.O. Box 7234

San Diego, CA 92167

(800) 416-1666

www.edits.net

Career Aptitude Survey

Measures key world-of-work aptitudes, linking them to occupations. Useful for middle and
high school.

Careerware

808 Commerce Park Drive

Ogdensburg, NY 13669

(800) 281-1168

www.bridges.com

Differential Aptitude Tests (DAT)

Measures students' ability to learn or succeed in a number of areas. Examination kit \$34.50.

Available in paper-pencil or computerized versions.

Harcourt Educational Measurement

19500 Bulverde St.

San Antonio, TX 78259

(800) 211-8378

Cognitive Aptitude Paper-Pencil Assessment (Con't.)

Occupational Aptitude Survey & Interest Schedule-3rd edition (OASIS-3)

Useful for assisting in career development of 8-12 grades and adults. Aptitude Survey measures general ability, verbal aptitude, numerical aptitude, spatial aptitude, perceptual aptitude and manual dexterity. Interest Schedule examines 12 factors related to occupations listed in the GOE.

Aptitude Survey: \$39/10 booklets, \$39/50 hand score answer sheets, \$27/50 profile sheets.

Interest Schedule: \$39/25 booklets, \$24.00/50 answer sheets, \$27/50 profile sheets.

PRO-ED

8700 Shoal Creek Blvd.

Austin, TX 78758

(800) 897-3202

www.proedinc.com

Test of Cognitive Skills, Second Edition (TCS/2)

CTB/Macmillan, McGraw-Hill

2500 Garden Road

Monterey, CA 93940-5380

(800) 538-9547

Hands-On Aptitude Assessment

Practical Assessment Exploration System (PAES)

Curriculum based hands-on evaluation program. Entire package: \$14,895.00

Talent Assessment, Inc.
P.O. Box 5087
Jacksonville, FL 32247-5087
(800) 634-1472
talentassessment.com

Project Discovery

\$325-\$1550 per module

Education Associates, Inc.
340 Crab Orchard Road
P.O. Box 4290
Frankfort, KY 40602
(800) 626-2950
www.educationassociates.com

Skills Assessment Module (SAM)

Assesses general aptitude, specific work behavior, and learning styles via paper-pencil tests and work samples. \$2995.00

Piney Mountain Press, Inc.
Box 86
Cleveland, GA 30528
(800) 255-3127
www.pineymountain.com

Talent Assessment Program (TAP)

Hands-on assessment of functional aptitude for middle school through adult. No reading required. \$6495.00

Talent Assessment, Inc.
P.O. Box 5087
Jacksonville, FL 32247-5087
(800) 634-1472
talentassessment.com

LEARNING STYLES ASSESSMENT INSTRUMENTS

Barsch Learning Style Inventory-Revised

Brief (5-10 minutes) self-administered assessment for high school or college students yields scores for visual, auditory, tactile, and kinesthetic learning styles. Test kit (10 Inventories & 10 Effective Study Tips): \$14.

Academic Therapy Publications
20 Commercial Blvd.
Novato, CA 94949
(800) 422-7249 FAX (888) 287-9975
www.academictherapy.com

CITE Learning Styles Instrument

Public domain; paper-pencil version widely available at no cost. For additional information, contact Donnalie Stratton, Division of Career & Technical Education, 502-564-3775.

CITE Learning Styles Media Kit

User's guide, video, software, 100 response forms: \$595.

Piney Mountain Press
P.O. Box 86
Cleveland, GA 30528
(800) 255-3127
www.pineymountain.com

Learning Styles Inventory

Single version CD-ROM: \$98

Educational Activities Software
P.O. Box 754
Baldwin, NY 11510
(800) 645-2796
www.ea-software.com (under construction fall 2002)

Learning Styles Inventory (grades 3-12)

PEPS (Productivity Environmental Preference Survey (Adult))

Paper-pencil as well as computerized versions assess various influences on learning style including environmental preferences.

Price Systems, Inc.
P.O. Box 1818
Lawrence, KS 66044-8818
(785) 843-7892
www.learningstyle.com

Learning/Working Styles Media Kit

Based on Hendrix-Frye Learning Styles Inventory and C.I.T.E. Academic Learning Styles. Guide, video, software, response forms: \$495. Video and software also available separately.

Piney Mountain Press
P.O. Box 86
Cleveland, GA 30528
(800) 255-3127 FAX: (800) 905-3127
www.pineymountain.com

INTEREST ASSESSMENT INSTRUMENTS

Reading-Free Vocational Interest Inventory (Revised in 2000/2001)

Picture interest inventory – no reading required. Examination set (1 test booklet, manual): \$38.75

Elbern Publications

P.O. Box 09497

Columbus, OH 43209

(614) 235-2643 FAX: (614) 237-2637

Career Assessment Battery (CAB)

Assesses an individual's self-perception of interest, abilities and needs. Video, Windows

Multimedia CD, 30 test booklets, 250 worksheets, OOH on CD-ROM: \$595.00

Piney Mountain Press

P.O. Box 86

Cleveland, GA 30528

(800) 255-3127

www.pineymountain.com

Career Assessment Inventory - Vocational Version

“For individuals who plan to enter careers immediately after high school or who plan to attend community college or trade school.”

Career Assessment Inventory - Enhanced Version

Occupational interest inventory for both college-bound and non-college-bound individuals.

NCS Assessments

P.O. Box 1416

Minneapolis, MN 55440

(800) NCS-7271

assessments.ncspearson.com

Career Occupational Preference System (COPS) Interest Inventory

Paper-pencil assessment designed to measure occupational interests based on job activity preferences.

Considerable interpretive material included. COPS-R Specimen Set \$7.50; COPS-R tests \$27.00/25;

COPS II Specimen Set \$6.00; COPS II tests \$28.75/25; COPS-PIC Specimen Set \$3.50; COPS-PIC tests

\$31.75/25.

EdITS

P.O. Box 7234

San Diego, CA 92167

(800) 416-1666

www.edits.net

Interest Assessment Instruments (Con't.)

Career Targets

Middle school interest assessment. Spanish also available. 10 booklets: \$23.95.

COIN Junior

Career guidance program for middle school students. Software \$495

Coin Career Guidance System

CD ROM-based career planning program for high school students.

Coin Basic Skills

Test of basic skills combined with career interest and lined to occupations.

Coin Educational Products

3361 Executive Pkwy., Suite 302

Toledo, Ohio 43606

(800) 274-8515

www.coin3.com

Choices

High school students: relates interests and skills to career and education options; provides databases and web sites; helps with career planning.

Career Futures

Guides middle school students through activities helping them explore careers. Can add state's career clusters.

Paws in Jobland

Elementary school career exploration.

Careerware

808 Commerce Park Drive

Ogdensburg, NY 13669

(800) 281-1168

www.bridges.com

IDEAS (Interest Determination, Exploration and Assessment System)

Paper-pencil inventory to help students (middle and early high school, special education, adults) explore career preferences. Preview package (manual, 3 self-scoring booklets) \$18.50. Available in English or Spanish.

NCS Assessments

P.O. BOX 1416

Minneapolis, MN 55440

(800) 627-7271

assessments.ncspearson.com

JOB-O (Judgment of Occupational Behavior-Orientation)

Questionnaire gives scores which are compared to job titles; designed to emphasize job awareness and promote career exploration. Versions for grades 4-adult. Various materials available.

CFKR Career Materials, Inc.

11860 Kemper Road, Unit 7

Auburn, CA 95603

(800) 525-5626

www.cfkr.com

Interest Assessment Instruments (Con't.)

Kuder General Interest Survey, Form E

Assesses interest to help students select courses and begin exploring potential careers.

Grades 6-12, adult.

Kuder Occupational Interest Survey, Form DD (OIS)

Assesses interests to assist in selecting college majors and identifying potential careers.

Kuder Career Search with Person Match

Internet-based assessment.

National Career Assessment Services, Inc.

601 Visions Parkway

P.O. Box 277

Adel, IA 50003

(800) 314-8972

www.kuder.com

PIC DV-2000 (Pictorial Inventory of Careers)

Uses pictures, no reading, to help individuals measure vocational interest. Videos, response forms, manual, software for scoring; 2 levels: \$695.

Talent Assessment, Inc.

P.O. Box 5087

Jacksonville, FL 32247

(800) 634-1472

talentassessment.com

SDS (Self-Directed Search) Career Explorer

Self Directed Search

By John Holland; self-administered and scored, provides scores on Realistic, Investigative, Artistic, Social, Enterprising, and Conventional components. SDS items include various versions and reading levels as well as support materials.

JIST Publishing

8902 Otis Avenue

Indianapolis, IN 46216-1033

(800) 648-JIST (5478)

www.jist.com

Strong Interest Inventory

Measures interests in occupations, work environments. Various forms, scoring styles available.

CPP, Inc.

3803 East Bayshore Rd.

Palo Alto, CA 94303

(800) 624-1765

www.cpp.com

Interest Assessment Instruments (Con't.)

Vocational Research Interest Inventory

Measures interest areas tied to 12 scales that correspond to the U. S. Dept. of Labor's interest areas. Also available in Spanish.

CareerScope Interest Inventory

Vocational Research Institute
1528 Walnut Street, Suite 1502
Philadelphia, PA 19102
(215) 875-7387
www.vri.org

VOC-TIES and Career Development Plan

Multimedia kit to identify vocational interests. Users guide, Mac/Windows Multimedia CD, video, 200 answer sheets, site license: \$595.

Piney Mountain Press, Inc.
P.O. Box 86
Cleveland, GA 30528
(800) 255-3127
www.pineymountain.com

Wide Range Interest Opinion Test (WRIOT)

Picture, non-reading inventory to measure strength of interest and attitude components. Covers a wide range of occupations.

JIST Publishing
8902 Otis Ave
Indianapolis, IN 46216-1033
(800) 648-JIST
www.jist.com

World of Work Inventory (WOWI)

Measures interests, work styles and values, aptitudes and abilities; grades 10 – adult.

World of Work, Inc.
64 E. Broadway Road, Suite 175
Tempe, AZ 85282
(800) 272-9694 FAX: (480) 966-6200
www.wowi.com

COMBINATION ASSESSMENT INSTRUMENTS

Career Decision-Making System (CDM)

By Harrington & O'Shea. Junior High-Adult; available in English and Spanish.

American Guidance Service, Inc.

4201 Woodland Road

P.O. Box 99

Circle Pines, MN 55014-1796

(800) 328-2560

www.agsnet.com

Occupational Aptitude Survey & Interest Schedule-3 (OASIS-3)

Aptitude Survey: \$39/10 booklets; \$39/50 hand score answer sheets. \$27/50 profile sheets.

Interest Schedule: \$39/25 booklets, \$24.00/50 answer sheets, \$27/50 profile sheets.

PRO-ED

8700 Shoal Creek Blvd.

Austin, TX 78758

(800) 897-3202

www.proedinc.com

SAGE (System for Assessment and Group Evaluation)

\$8,000+ depending on number of components purchased and computer equipment needed. Call for price information. Also available in large print, Braille, and Spanish.

PESCO International

21 Paulding St.

Pleasantville, NY 10570

(800) 431-2016

www.pesco.org

Valpar System Pro3000

On-computer testing with the option of importing work sample scores and scores from various paper/pencil tests.

Valpar Component Work Samples

Hands-on generalized work-like tasks for assessing various work skills. \$4000 and up.

Valpar International Corporation

P.O. Box 5767

Tuscon, AZ 85703-5767

(800)528-7070

www.valparint.com